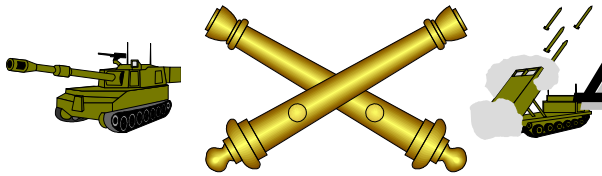
Your Field Artillery Branch....

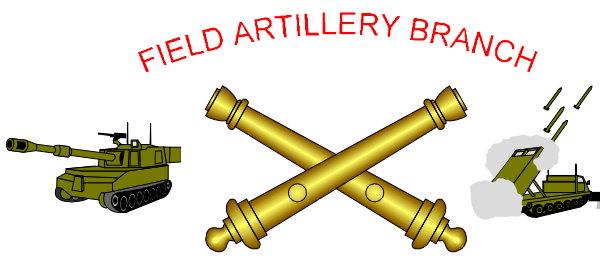
The Cutting



AGENDA

FIRES FOR FORCE XXI

- Mission
- Our Redleg Population
- OPMS XXI
- Assignments & Professional Develop
- OERs
- Branch Organization
- Commo with FA Branch
- Questions



MISSION

RES FOR FORCE XXI

Manage the Assignments and Professional Development of Artillery Officers in order to provide the best trained Artillery Leaders at the Right Time, in the Right Place, for our Army.

EDUCATE ARTILLERY OFFICERS ON EMERGING TRENDS AND CHANGES IN PERSONNEL POLICY.

FIELD ARTILLERY BRANCH

The Redleg Population

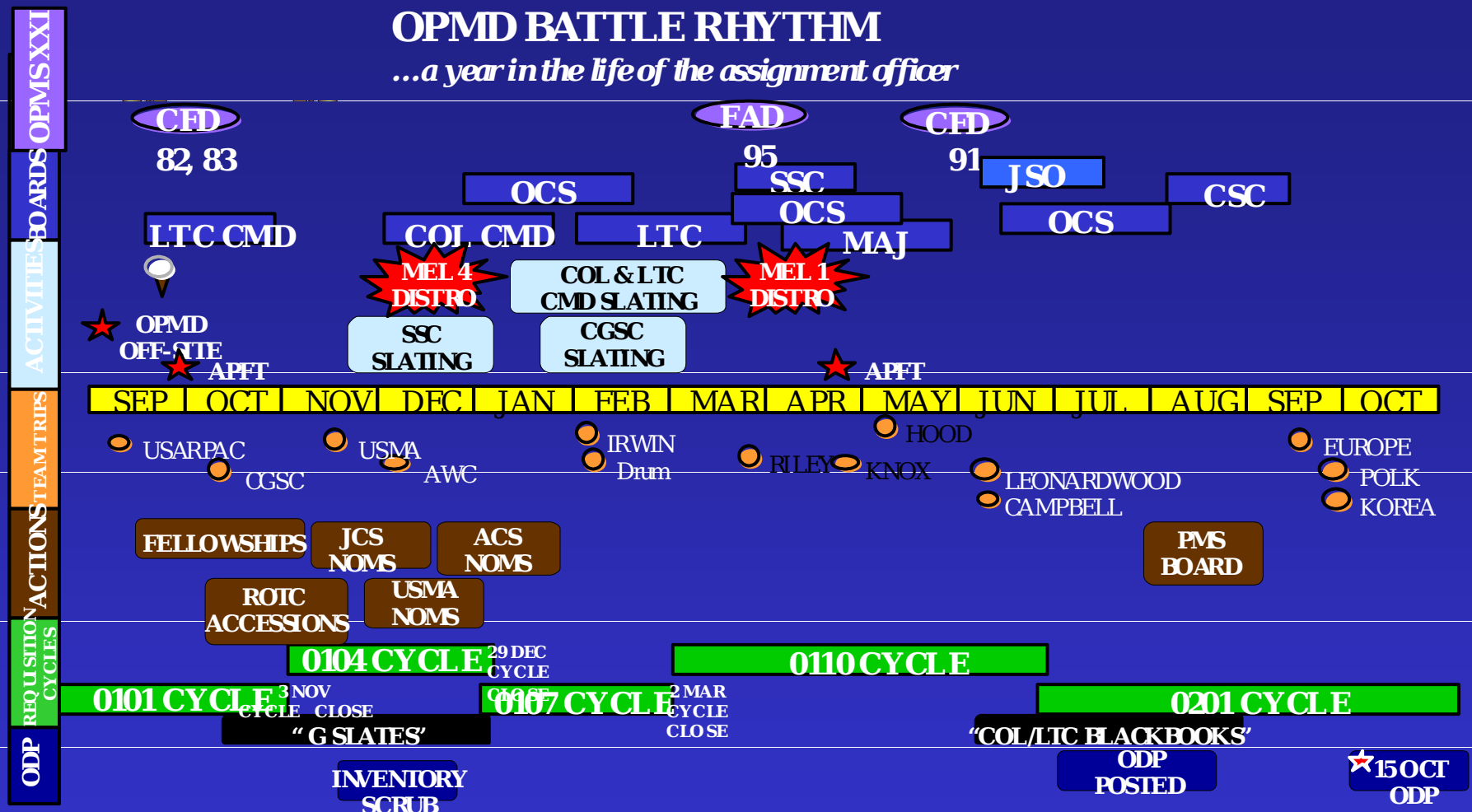
TROOPS FOR FORCE XXI

	1998	1999	2000	2001
COL	245	219	193	163
LTC	621	630	565	506
MAJ	981	798	720	656
CPT	1617	1441	1529	1637
LT	1504	1798	1388	1367

PC

as of: 05 Aug

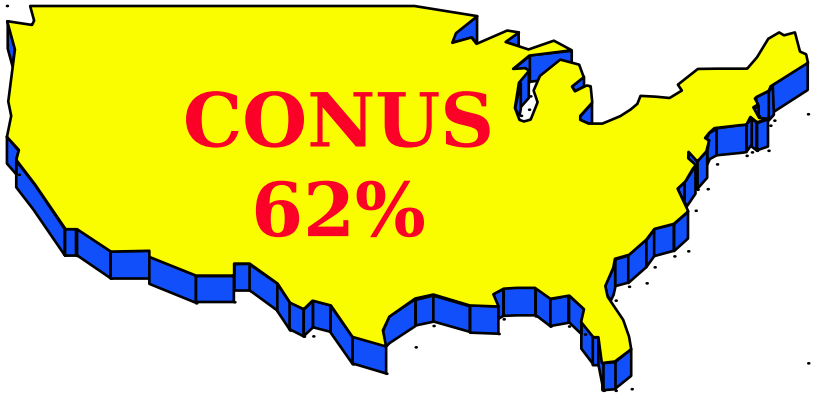
Conditions - Our Pace

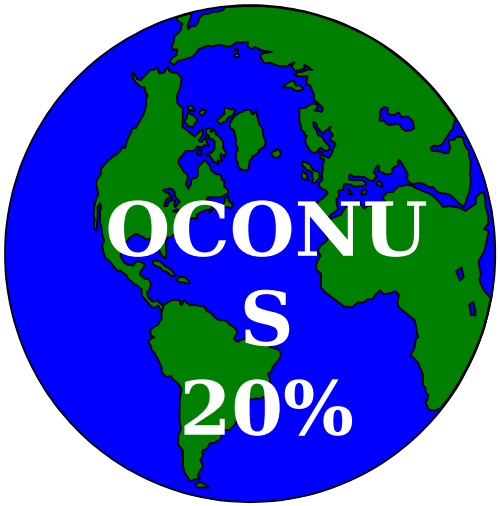


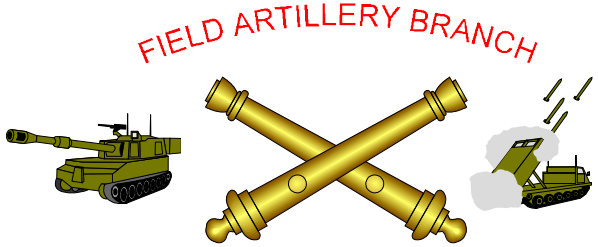
Working Initiatives:

- 1 yr. Assignment Notification
- Summer change of commands
- Summer Moves

Where are these officers?...



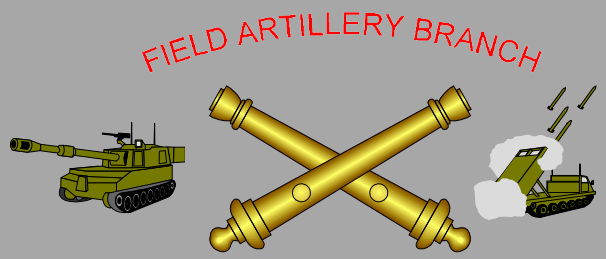




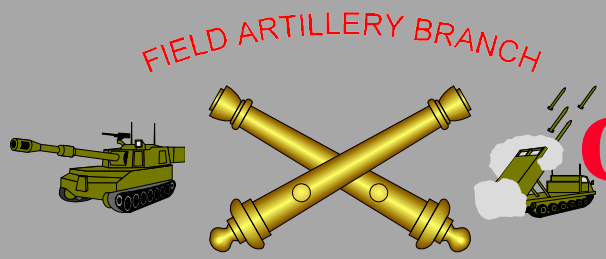
BRANCH YEAR GROUP STRENGTH

YG	INVENTORY	CAPTAIN TARGET	+/-CPT TARGET	CAPTAIN %	FG TARGET	+/- FG TARGET	FG %
0	474	488	-14	97%	310	51	117%
99	471	549	-78	86%	308	93	134%
98	433	527	-94	82%	459	-26	94%
97	461	522	-61	88%	455	6	101%
96	333	507	-174	66%	442	-109	75%
95	281	462	-181	61%	402	-121	70%
94	241	387	-146	62%	337	-96	72%
93	196	326	-130	60%	284	-88	69%
92	149	289	-140	52%	252	-103	59%
91	144	260	-116	55%	227	-83	63%
90	165	237	-72	70%	207	-42	80%
89	191	223	-32	86%	194	-3	98%
88	170				184	-14	92%
87	151				173	-22	87%
86	94				162	-68	58%
85	127				157	-30	81%

AS OF: 1 SEP 00



OPMS XXI



OPMS XXI Goals

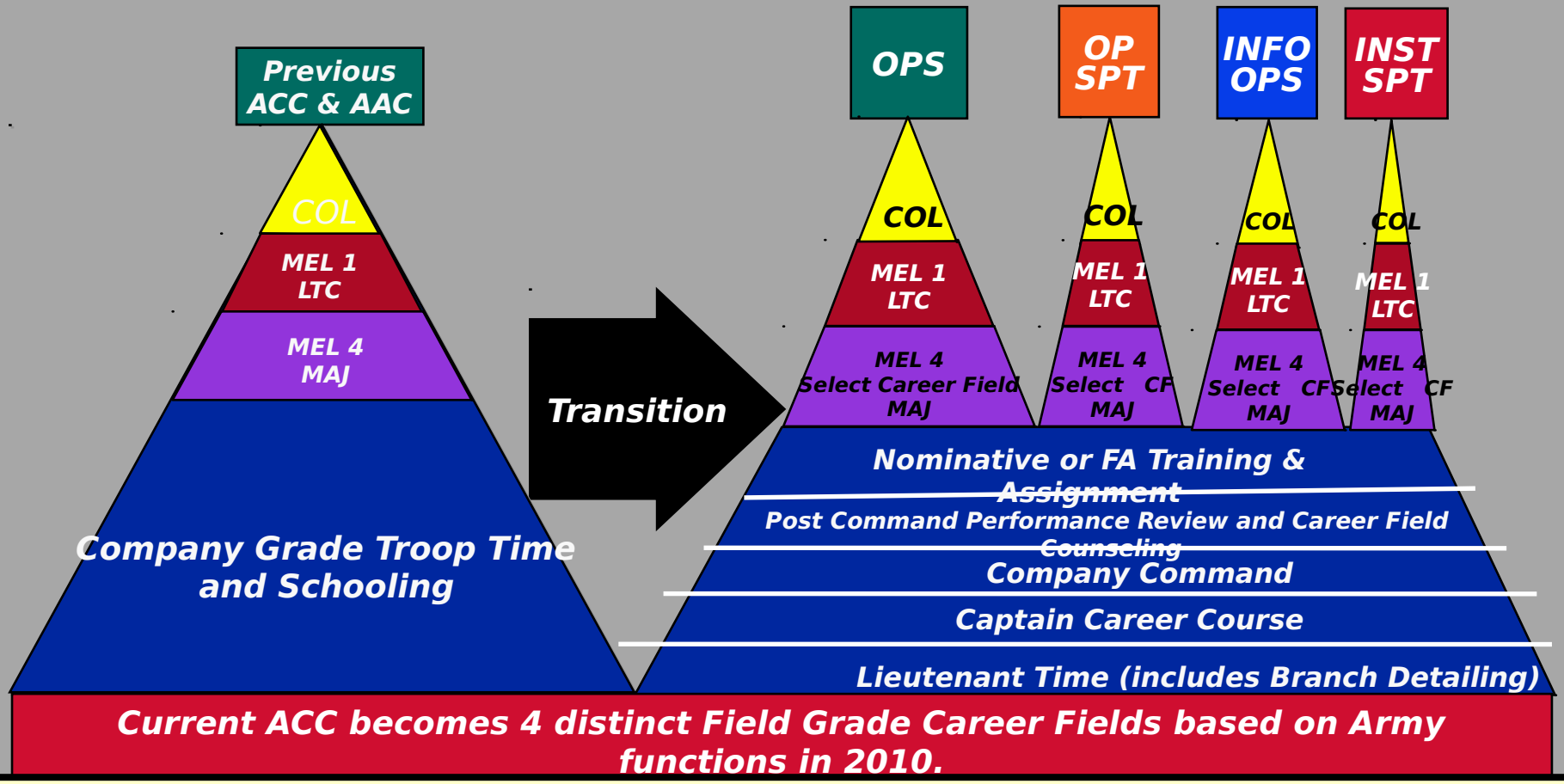
- **ENHANCE <u>WARFIGHTING CAPABILITY</u>**
  - Increase MAJ “BQ” time
  - Increase command opportunity
- **PROVIDE ALL OFFICERS WITH REASONABLE <u>OPPORTUNITY</u> FOR <u>SUCCESS</u>**
- **<u>BALANCE</u> GRADES AND SKILLS AT FIELD GRADE LEVEL**
  - Reduce upward grade substitution
  - Increase level of fill
- **<u>REDUCE TURBULENCE</u> FOR OPERATIONS CAREER FIELDS**
- **<u>BUILD THE BENCH</u> OF OFFICERS IN REQUIRED SKILLS**

FIELD ARTILLERY BRANCH

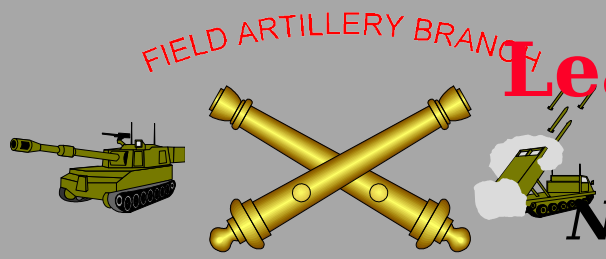
OPMS XXI
Four Career Fields

...RES FOR FORCE XXI

Four Career Fields established to develop and manage Field Grade offic


Previous ACC & AAC
COL
MEL 1 LTC
MEL 4 MAJ
Company Grade Troop Time and Schooling
Transition
OPS
OP SPT
INFO OPS
INST SPT
COL
MEL 1 LTC
MEL 4 Select Career Field MAJ
MEL 4 Select CF MAJ
Nominative or FA Training & Assignment
Post Command Performance Review and Career Field Counseling
Company Command
Captain Career Course
Lieutenant Time (includes Branch Detailing)
Current ACC becomes 4 distinct Field Grade Career Fields based on Army functions in 2010.

o Change in Career Pattern Prior to selection to Majo



Leader Development Timeline

FIRES FOR FORCE XXI

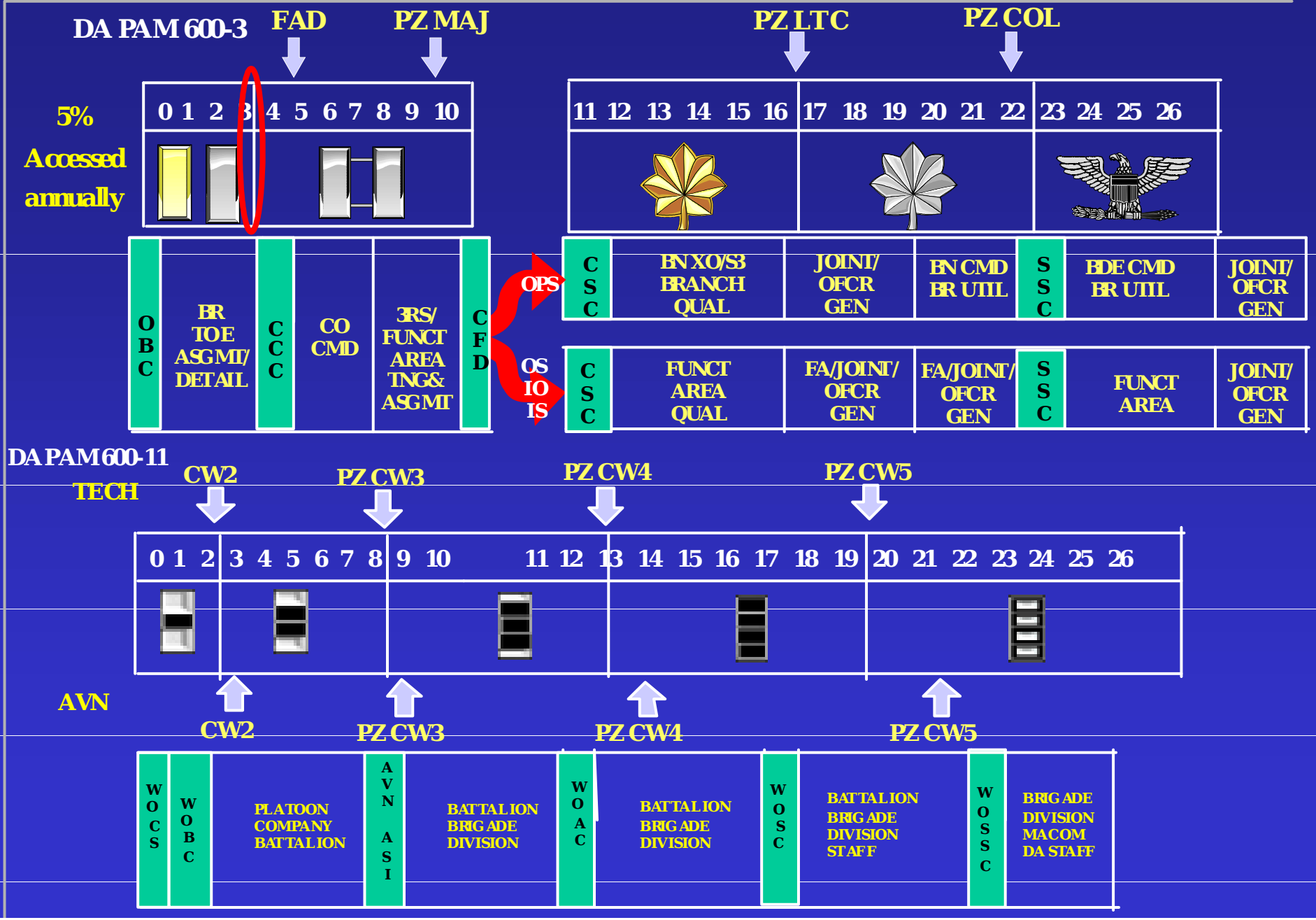
New DA Pam 600-3:

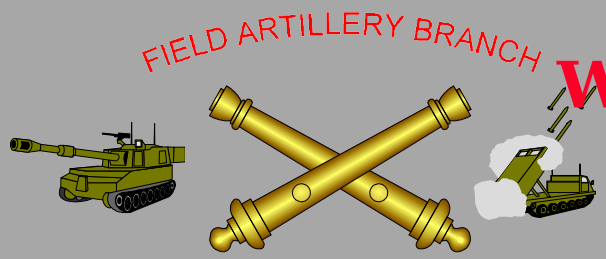
FAD **PZ MAJ** **PZ LTC** **PZ COL**

0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 2

OBC	BR TOE ASGMT/ DETAIL	CCC	CO CMD	3Rs/ FUNCT AREA TNG& ASGMT	CFD								
						OPS	CSC	BN XO/S3 BRANCH QUAL	JOINT/ OFCR GEN	BN CMD BR UTIL	SSC	BDE CMD BR QUAL	JOINT/ OFCR GEN
						NON OPS	CSC	FUNCT AREA QUAL	FA/JOINT/ OFCR GEN	FA/ JOINT/ OFCR GEN	SSC	FUNCT AREA	JOINT/ OFCR GEN

Conditions - Timeline





What Are The Career Fields?

FIRES FOR FORCE XXI

Operations — 69%

- Basic Branches
- FA 39 PSYOP and Civil Affairs
- FA 90 Multifunctional Logistician

Operational Support (O — 14%

- FA 48 Foreign Area Officer
- Army Acquisition Corps (51, 53, 97)

Information Operation (IO) — 7%

- FA 24 Information Systems Engineering
- FA 30 Information Operations
- FA 34 Strategic Intelligence
- FA 40 Space Operations
- FA 46 Public Affairs
- FA 53 Information Systems

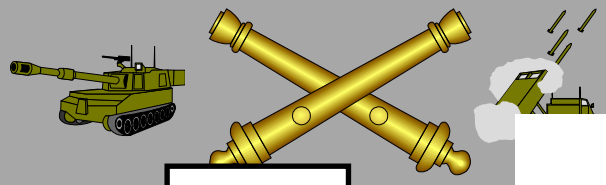
Institutional Support (I — 10%

- FA 43 Human Resource Management
- FA 45 Comptroller
- FA 47 USMA Permanent Instructor
- FA 49 Operations Research/Systems Analysis
- FA 50 Force Management
- FA 52 Nuclear Research and Operations
- FA 59 Strategic Plans and

FIELD ARTILLERY BRANCH

What is the CFD Process?

FIRES FOR FORCE XXI



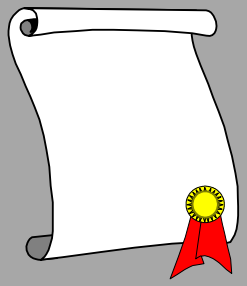
Major's Promotion List

Officer Preference

+

Commanders Input (New OER)

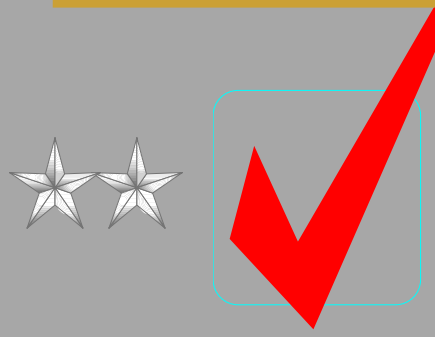
+



Abilities/ Experience

A PROCESS THAT MATCHES OFFICER'S PREFERENCE AND CAPABILITY WITH ARMY REQUIREMENTS

+

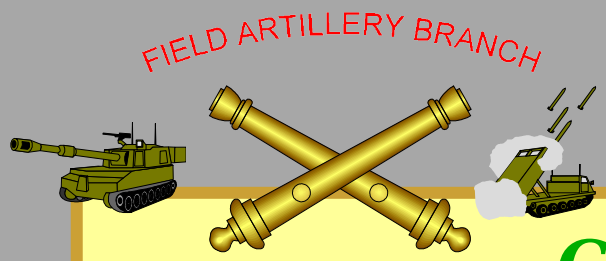


CFD Board Designates Career Field

Qualification Data by FA to CFD Board

=

Army Requirements



So, What About My Year Group?

CFD Board Schedule by Year

Year Group	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93
CFD Board	*	99	00	01	01	02	02	99	00	00	99	00	01	02	03	04	0

Transition YGs **Steady-state YGs**

FY 00/01

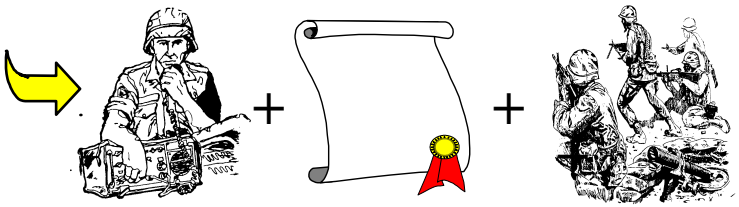
- **CFD 80, 86** — Apr 99
- **Mail Pref to 81, 87** — May 99
- **89 Maj Board** — May 99
- **CFD 89** — May 99
- **Close window for 81, 87** — Sep 99
- **CFD** — Oct 99
- **81, 87** — Oct 99
- **Mail Pref to 88, 90** — Jan 00
- **90 Maj Board** — Mar 00
- **Mail Pref to 82, 83** — Jun 00
- **CFD 88, 90** — Jun 00
- **Close window for 82, 83** — Sep 00
- **CFD** — Nov 00
- **82, 83** — Nov 00
- Jan 01

Last Transition YGs in Fall 2001, Steady State For YG 91 and Later!

Summary - The CFD Process

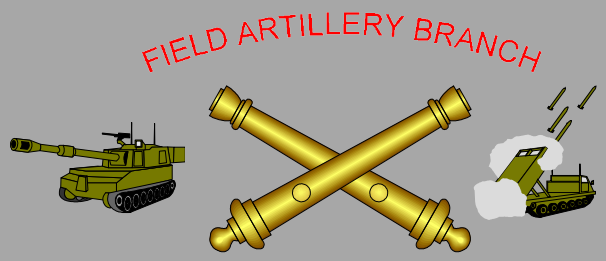
FIRES FOR FORCE XXI

1 - SMITH
2 - FLANDERS
3 - SHRIMPTON
4 - JENKINS
5 - LARSON



A PROCESS THAT MATCHES OFFICER'S PREFERENCE AND CAPABILITY WITH ARMY REQUIREMENTS

75 - 79	Done
80	Done
81	Done
82	Done
83	Done
84	Done
85	Done
86	Done
87	Done
88	Done
89	Done
90	Done
91	Done--Steady Stat



BOTTOM LINE ON CFD

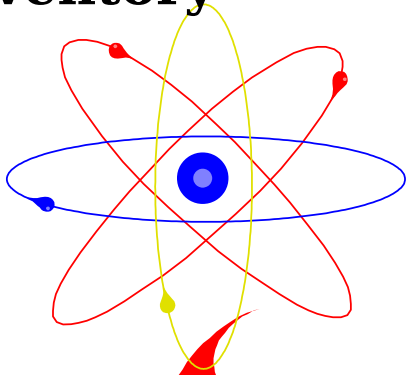
FIRES FOR FORCE XXI

- Submit Your Preference On Time!!--Done online
- **IF YOU WANT TO STAY BASIC BRANCH, REQUE**
  ALL WHO WANT TO STAY OPERATIONS WILL
- Career Fields Will Be Competitive
- **Do Your Research** - ***THIS IS A PERMANENT CHA***

FOR THE REMAINDER OF YOUR CAREER!!

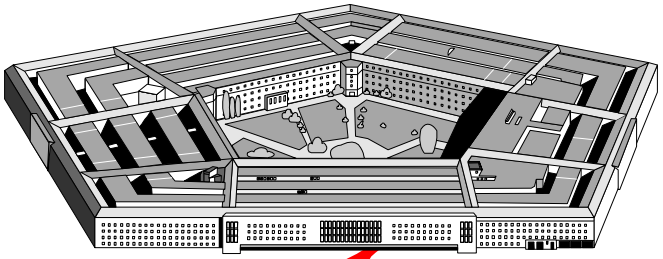
- CFD = More BQ Time as a Major, Higher Opportunity
  Battalion Command (%).

Requirements vs. Inventory

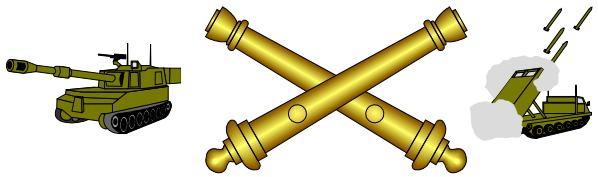


ODP

Approved by the VCSA



Our Mission: Deliver the ODP



Officer Assignments

FIRES FOR FORCE XXI

Unprogrammed Requirements

Field Cdr Demands

Tour Equity

Officer Performance

CTC Experience

CONUS/ OCONUS

GO Involvement

Joint Domicile

Time On Station

Nomination Acceptance

Officer Preference

Functional Area Development

Compassionate Situations

Joint Leader Development

Availability

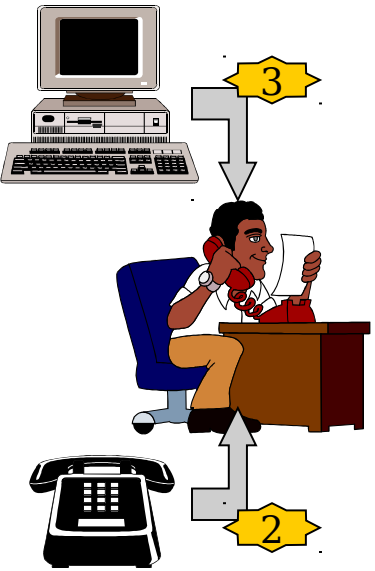
AC/RC

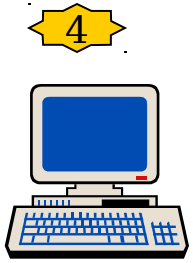
COMPETING DEMANDS

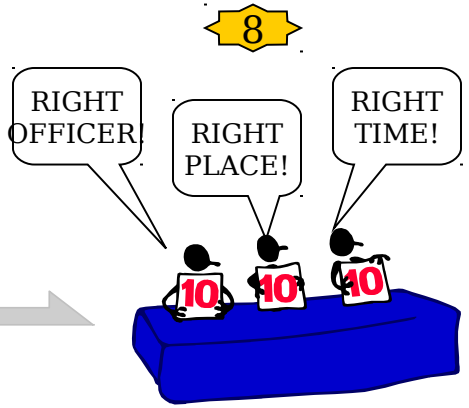
FIELD ARTILLERY BRANCH

FIRES FOR FORCE XXI

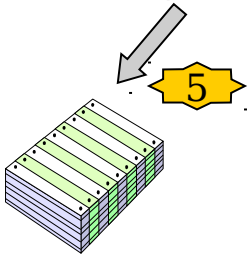
OCT	NOV	DEC	JAN	FEB	MAR	JUN-AUG
CYCLE OPENS	BUILD REQS	REVIEW REQ REQS OPEN CYCLE VAL		CYCLE CLOSE		REPORT DATE







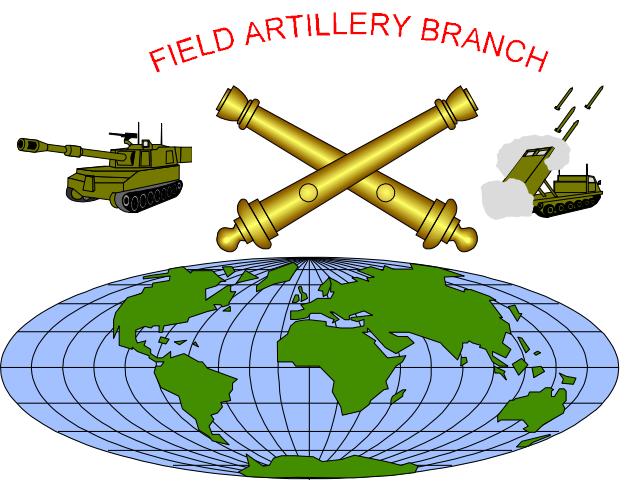
1. POST ON WEB PAGE
2. ACTIVE VOICE & E-MAIL
3. DISC W/BDE/DIVARTY CDRS



RUN OF AVAIL POPULATION

"DISCUSSION
MENTORING
REALITY"

BE INVOLVED...
BE INFORMED!!!



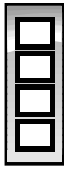
...when is it time to move?

Average Time On Station is ...

33 MOS (FORSCOM) / 36 MOS (USAREUR) / 15 MOS (KOREA)

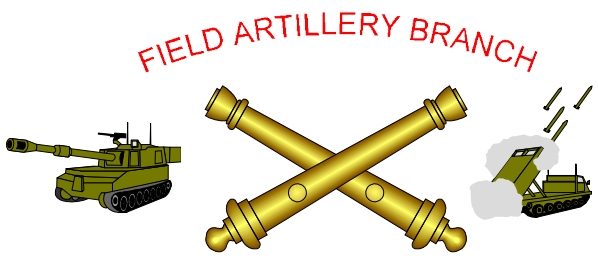
25 MOS (FORSCOM) / 42 MOS (USAREUR) / 15 MOS (KOREA)

25 MOS (ARMYWIDE)



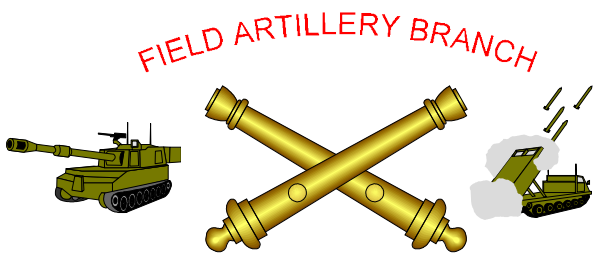
WARRANT OFFICERS
37 MOS (ARMYWIDE)

25 MOS (ARMYWIDE)



It's YOUR Career: Be Informed, Get Involved!!

- ✓ **Proactive Involvement, Not Reactive**
- ✓ **Understand Your Timeline**
  - Develop a Plan with Your Assignment Officer
  - Execute the Plan
  - Adjust the Plan When Necessary
- ✓ **Utilize Tools Available to You**
  - PERSCOM Online
  - ***TELEPHONE***
  - Email
  - FA Journal

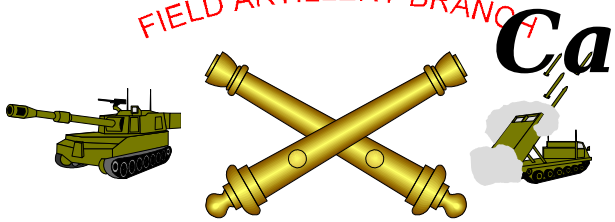


Lieutenants

OUR FUTURE …BATTALION COMMANDE

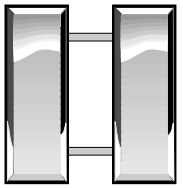
- ✓ We can only make one first impression …they are here to learn our business and make it their future.
  - Weapon system experience
  - Fire Support Opportunity
  - Make it Challenging…and FUN!

- ✓ BRANCH DETAIL
  - FI, OD, QM, SC, TC -- 2 YEARS
  - MI-- 3 YEARS
  - AG-- 2 YEARS
- ✓ ACCESSIONS
  - USMA
  - ROTC
  - OCS
- ✓ BRANCH TRANSFERS
- ✓ FA OBC
  - AIRBORNE SCHOOL
  - RANGER SCHOOL
  - MACOM FUNDED



Captain's Career Course

FIRES FOR FORCE XXI



FACCC		CAS³	
CLASS 2-02	15 JAN 02 - 23 MAY 02	CLASS 5-02	29 MAY 02 - 12 J
CLASS 3-02	20 MAR 02 - 26 JUL 02	CLASS 6-02	30 JUL 02 - 12 S
CLASS 4-02	07 MAY 02 - 13 SEP 02	CLASS 7-02	17 SEP 02 - 30 O
CLASS 5-02	20 JUN 02 - 29 OCT 0	CLASS 1-03	03 NOV 02 - 21 D
CLASS 6-02	09 AUG 02 - 18 DEC 0	CLASS 2-03	03 JAN 03 - 14 F
CLASS 7-02	24 SEP 02 - 14 FEB 0	CLASS 3-03	19 FEB 03 - 03 A

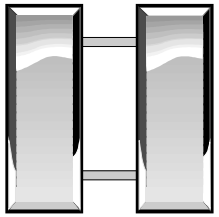
Must Fill Every Seat!

4 COURSES TO
7 PER YEAR

9 WEEKS TO
6 WEEKS--
BEGAN 1 OCT 96

NO PHASE I
FOR OAC GRADS
AFTER 1 OCT 96

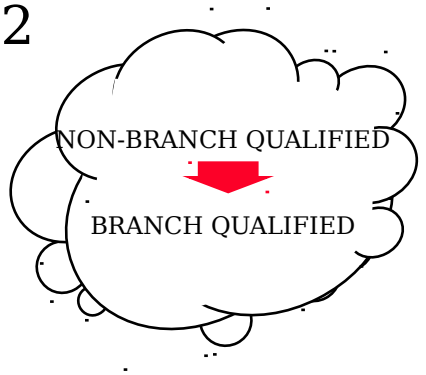
Captains



Branch Qualification:

MUST…

- Complete FAOBC & CCC; CAS3 prior to CGSC
- Command a TOE/TDA Battery- Strive for 2 OERs
- ***Baccalaureate Degree before Captain (DCP)***



SHOULD…

- Strive for Fire Support Experience as Co/TF FSO

Someone Ask the Branch Chief About 2nd Commands!

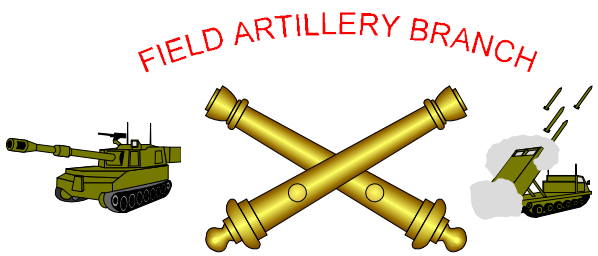
Battery Command

‘Center of Gravity’

- Performance out weighs type

- Two OERs is important

-Strive for 18 months



Functional Area Designation

- FA 24 — Information Systems Engineering
- FA 30 — Information Operations
- FA 34 — Strategic Intelligence
- FA 39 — Psychological Opns & Civil Affairs
- FA 40 — Space Operations
- FA 43 — Human Resources
- FA 45 — Comptroller
- FA 46 — Public Affairs
- FA 48 — Foreign Area Officer
- FA 49 — Opns Research/ Systems Analyst
- FA 50 — Force Management
- FA 52 — Nuclear Research & Operations
- FA 53 — Systems Automation
- FA 57 — Simulation Operations
- FA 59 — Strategic Plans/Policy
- FA 90 — Logistician

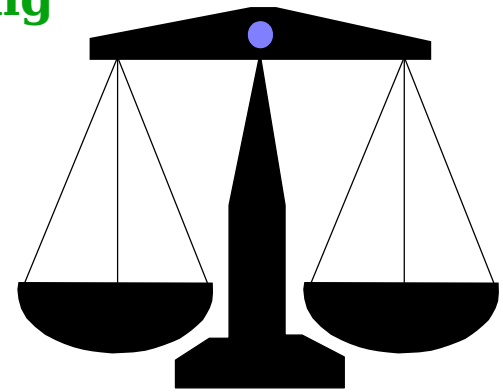
- MANNER OF PERFORMANCE
- ACADEMIC DISCIPLINE
- GRADE POINT AVERAGE
- LANGUAGE APTITUDE SCORES

Submit During 5th Year of Service

BQ Captain Assignments

80%

- Recruiting
- AC/RC



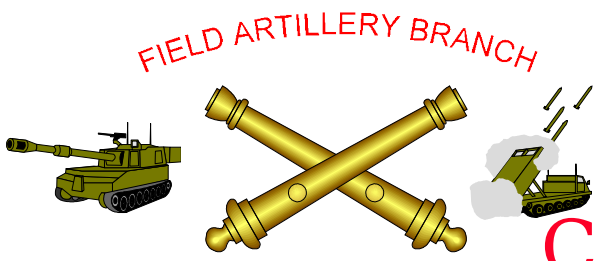
JOB OR LOCATION WHAT IS IMPORTANT?

DEPENDENT ON MANNER OF PERFORMANCE!

20%

- NTC/JRTC/CMTC
- TRADOC/staff positions
- USMA
- Personnel Exchange Program (PEP)
- Functional Area Utilization (Hard skills) (ACS)

- JCS internship
- Harvard, DCSOPS Fellowship
- Aide de Camp
- FA Branch
- PERSCOM
- Olmstead Scholarship
- Army Staff/Pentagon
- Service school instructor
- ROTC

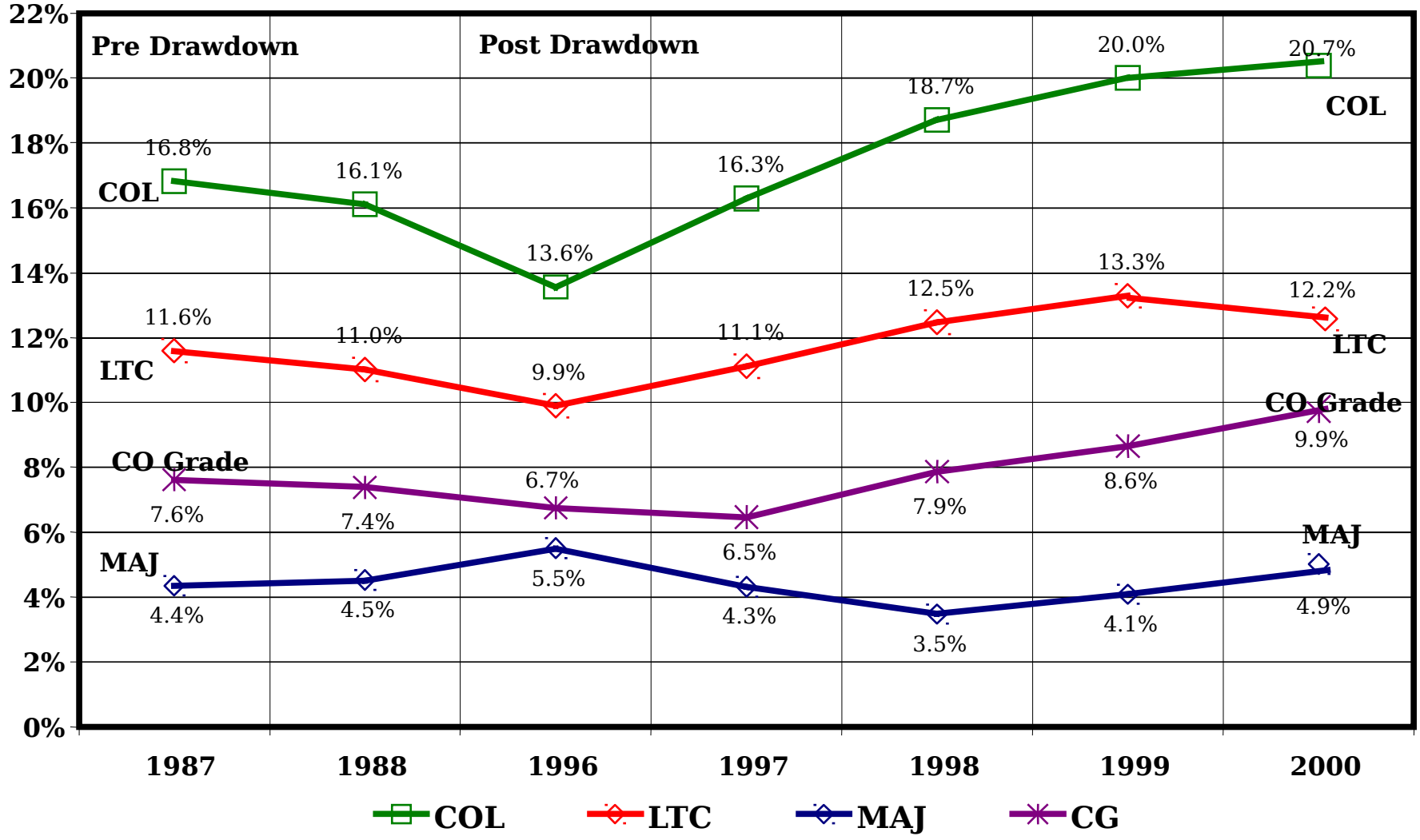


CAPTAIN ATTRITION

- **FA had the highest attrition in the Army during FY 99, 3rd highest in FY 98. For FY 00, FA has moved to 7th place .....**
- **FY 88, Captains departed at 6.4% rate**
- **Year Groups 91-96 under accessed, compounding Captain attrition and shortages**
- **FA Captain strength already down to 70% of authorizations -- 81% of ODP**

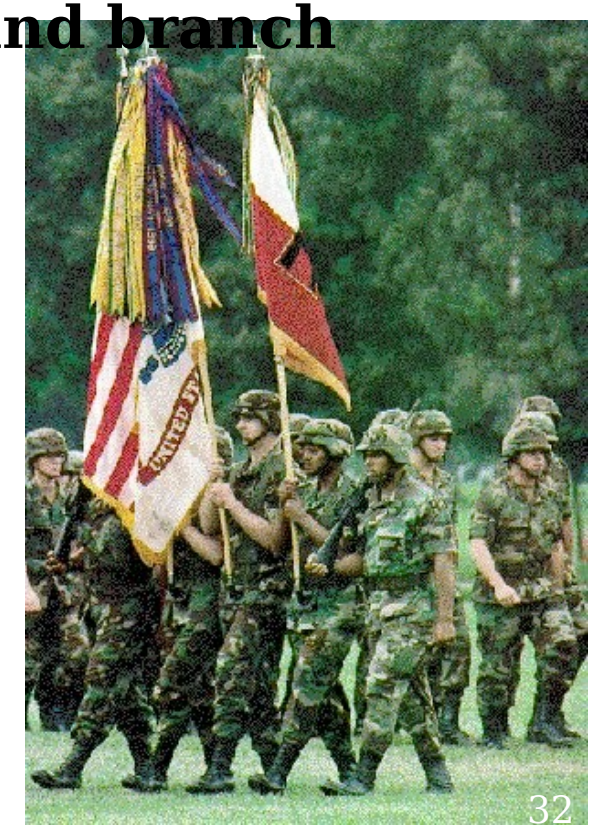
Attrition

ACC Voluntary Losses, Pre- and Post - Drawdown

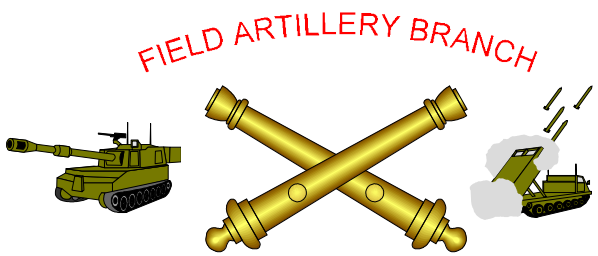


What Commanders Can Do?

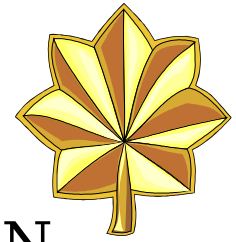
- **Allow promotable lieutenants and junior captains to go to the Captains Career Course as soon as eligible.**
- **Maintain open dialog with officer and branch representatives**
- **Mentor your junior officers on Army career opportunities**
- **Work with us to keep officers and families on the Army team!**



★ **Know this: Captain Education Requirements: 10 USC 12205 – "No person may be appointed to a grade above the grade of first lieutenant in the Army Reserve … unless that person has been awarded a baccalaureate degree by a qualifying educational institution."**



Majors

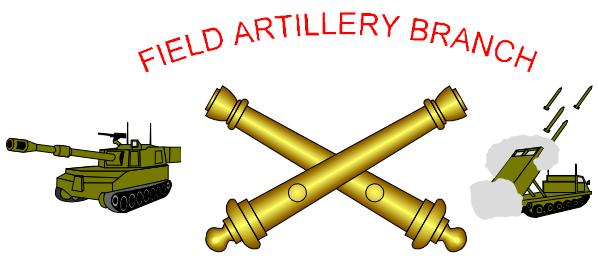


Branch Qualification:

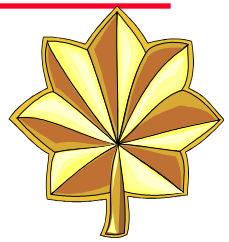
-Serve minimum of 24 months at BDE/Divarty and BN level

-Serve in branch qualifying position (BN/BDE/Divarty XO or S3) or in a combination of branch qualifying and fire support developmental positions (Bde/Reg FSO, DIV AFSCOORD, BDE/Divarty assistant S3) for a min of 24 months to be considered branch qualified. (Must serve in Branch Qualifying Position for minimum of 12 of the 24 months)

-NOTE: Next revision of DA Pam 600-3 will add BDE FSO back in as a branch qualifying position.



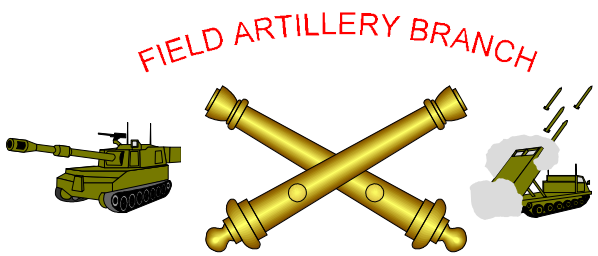
Majors



Branch Qualification:

- Complete MEL 4

✓No officer was selected to command a BN that only served as a BDE FSO; most selected had two of the following: BN XO/S-3, BDE FSO, D/A or BDE S-3/X0, CTC O/C.



CGSC

✓YG84 and later have a 50% selection rate to RES MEL 4

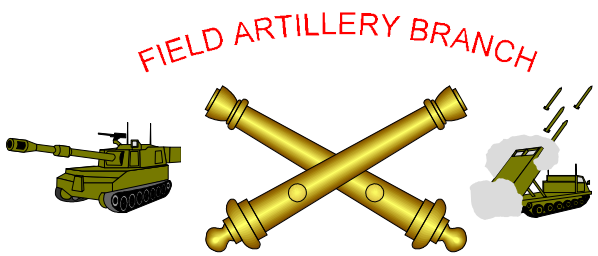
✓CGSC Board established an officer's future potential... provides a *DA board post battery command snapshot with branch peers*... high correlation to command selection.

✓

OLD	**NEW (YG 89)**
1st look... 20% YG	1st look... 20% YG
2d look... 20% YG	2nd look... 30% YG
3rd look...7% YG	
4th look... 3% YG	** **YG90 1st 30% / 2nd**

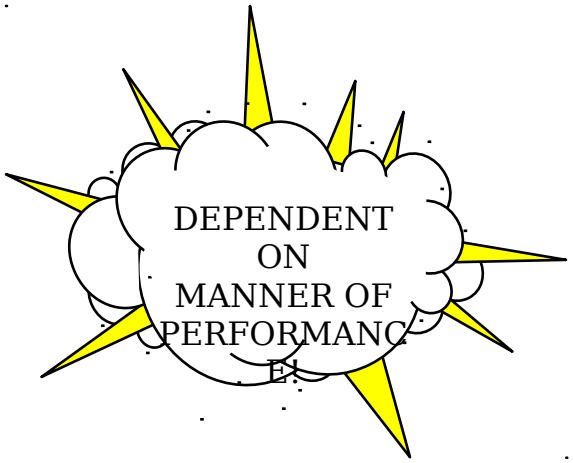
✓Non RES MEL 4s... continue to serve as BDE FSO, BN S3/X and are selected for promotion to LTC (27%). Three selected Command in FY 01.

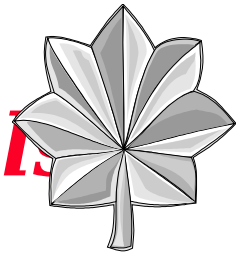
Status of universal MEL 4 ???



...after Branch Qualification

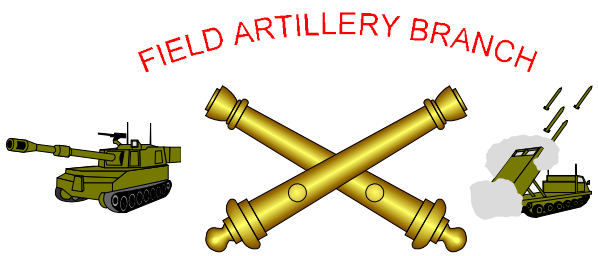
- NTC, JRTC, CMTC O/C
- JOINT
- AC/RC
- ROTC-APMS
- CGSC INSTRUCTOR
- BCTP





Lieutenant Colonels

- ✓ Compete for command opportunities...
- ✓ If not CSL command, consider PMS, AC/RC Bn Cmd
- ✓ For the past two years, most artillery battalion command selectees have been due course officers-- 72% in FY00 and 87 % in FY01.
- ✓ Under OPMS XXI, command opportunity rises to approximately 40% of a year group.

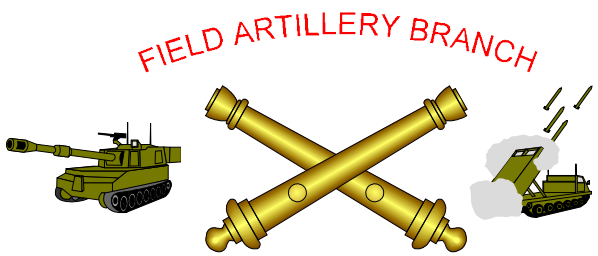


Lieutenant Colonels

Population: 439 officers (YG 73-86)

Avail BN CMDs	TACT	TSS	INST
FY 01	29	5	4
FY 02	24	4	8

Command Opportunity		
(FY 00--288 considered)	8.3%	1.3%
(Total: 14.2 %)		
(FY 01-- 235 considered)	12.3%	2.1%
(Total: 16.2%)		

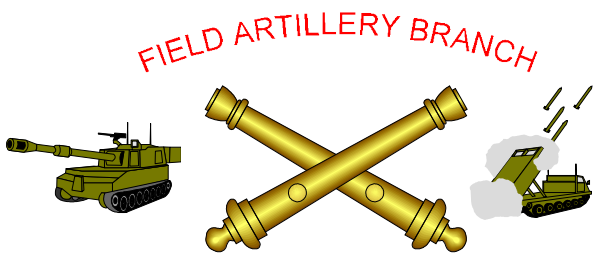


FIELD ARTILLERY LTC COMMAND FY01

- Twenty four officers were first look selectees.

- Year groups selected:
  - 6 year group 84 officers (1X below the zone)
  - 24 year group 83 officers
  - 7 year group 82 officers
  - 1 year group 81 officer
- The oldest officer was 49 and the youngest was 37. The average age was 40.
- 35 of 38 officers were resident MEL 4s.
- 30 had one or more Masters degrees, and 8 had Bachelor degrees.
- 12 officers will be fully jointed when they take command.
- Sources of commission:
  - ROTC: 18
  - USMA: 17
  - OCS: 3
- 14 officers had combat experience
- The average battery/company command time was 24.1 months.
- The average amount of Field Grade troop time was 32.0 months with 21.3 mon being in branch qualifying jobs.
- Number of Field Grade branch qualifying jobs:

Category		1 BQ job	2 BQ jobs	3 or more
Tactical	5	17	7	
Training	1	3	1	
Institutional	2	2	0	
Overall	8	22	8	



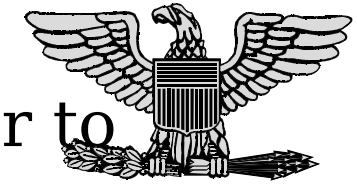
FIELD ARTILLERY LTC COMMAND FY02

- 22 of 35 selected were due course officers. (63%)

- Year groups selected:
  - 6 year group 86 officers (2X below the zone)
  - 5 year group 85 officers(1x below the zone)
  - 22 year group 84 officers
  - 2 year group 83 officers
- The oldest officer was 43 and the youngest was 36. The average age was 40.
- 34 of 35 officers were resident MEL 4s.
- 29 had one or more Masters degrees, and 6 had Bachelor degrees.
- 12 officers will be fully jointed when they take command.
- Sources of commission:
  - ROTC: 20
  - USMA: 12
  - OCS: 3
- 27 officers had contingency experience
- The average battery/company command time was 21.7 months.
- The average amount of Field Grade troop time was 27.0 months, with 20.1 mon being in branch qualifying jobs.
- Number of Field Grade branch qualifying jobs:

Category		1 BQ job	2 BQ jobs	3 or more
Tactical	0	21	3	
Training	0	4	0	
Institutional	4	3	0	
Overall	4	28	3	

Colonels



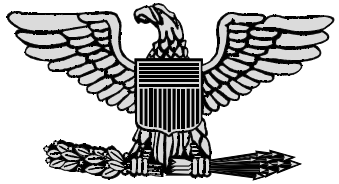
✓ You do not have to be a BZ select officer to have
a great career!

FY98 Board Results (36 Selected)
- 4 AZ; 30 PZ; 2 BZ

FY99 Board Results (37 Selected)
- 4 AZ; 29 PZ; 4 BZ

FY00 Board Results (36 Selected)
- 9 AZ; 24 PZ; 3 BZ

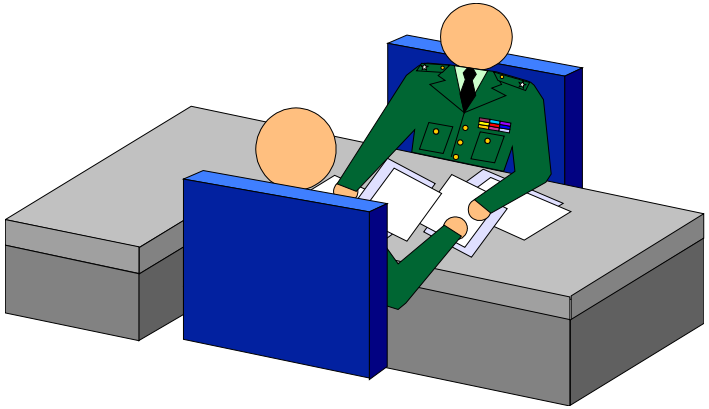
War College

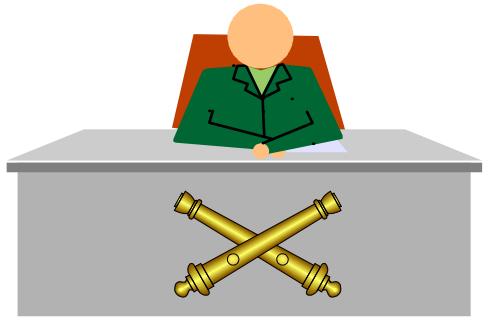


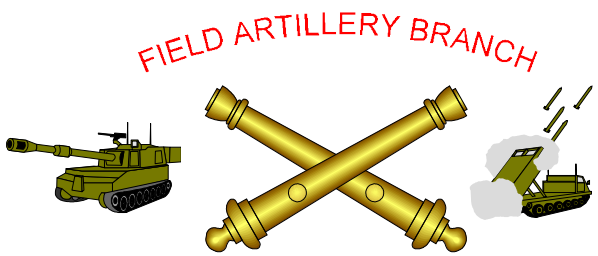
- ✓ Selection depends on BN CMD OERs
- ✓ Greater percentage attend 1 yr after comm
- ✓ Officers selected from all 3 command cate

OER 67-9

1 OCT 97







OER Update

FIRES FOR FORCE XXI

Field Reaction:

- **General confidence in new system; still some angst.**
- **Greatest fear: COM report will hinder selection, especially in BQ jobs**

Board Feedback:

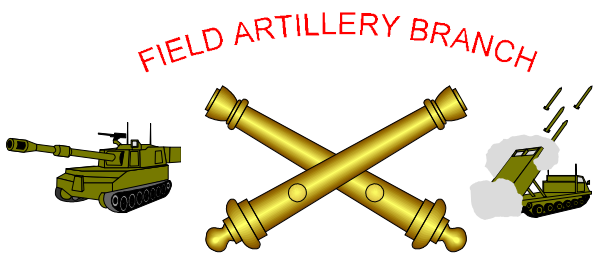
- **New OER is significant improvement.**
- **Greater tendency to read the words.**
- **Population entries highlight small populations.**

Board Results:

- **All boards selected officers for promotion with at least one 67-9 COM report (MG, BG, COL, LTC, MAJ, CPT, CGSC).**
- **All boards non-selected officers w[illegible] 67-9 ACOM report.**

Know Your Profile.

Advice to Raters/SRs:



OER Update

FIRES FOR FORCE XXI

- **Board feedback positive.**
- **Two major issues**
  - ***Perceived impact of COM report***
  - ***"Rating Philosophy" and communicated to rated officer***

Success Rates w/COM for Promotion

Rank	CPT	MAJ	LTC	COL	SSC
Recessed	17-Mar-00	15-May-00	24-Mar-00	16-Aug-00	
avg67-9 per file	2.3	2.4	2.1	2.6	
%W/COM	87.7	66%	63%	65%	54%
%W/O 67-9	1%	3.90%	1.10%	0.20%	
#W/ 2+COM	1784	466	329	138	77

MAJs Selected

- 9 Selects had 4 COM
- 1 Select had 5 COM

LTCs Selected

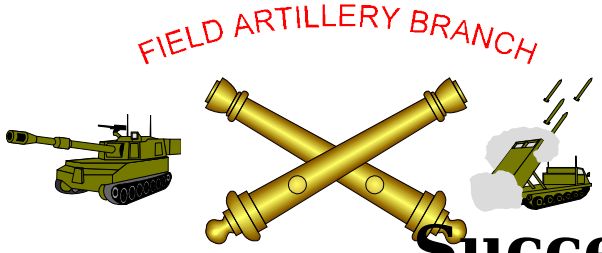
- 14 Selects had 4 COM
- 2 Selects had 5 COM

COLs Selected

- 6 Selects had 4 COM
- 2Selects had 5 COM

SSC Selected

- 13 Selects had 3 COM
- 1 Select had 4COM



OER Update (cont.)

FIRES FOR FORCE XXI

Success Rates w/COM for Promotion

Rank	CW3 Tech	CW4 Tech	CW3 Avn	CW4 Avn	CW5 Tech	CW5 Avn
Recessed	23-May-00	23-May-00	23-May-00	23-May-00	23-May-00	23-May-00
avg67-9 per file	2.8	2.8	2.5	2.7	3	2.6
PZ Select	78.20%	80.30%	83.50%	83.90%	53.40%	59%
%W/COM	86%	88%	87%	78%	90%	89%
#W/ 2+COM	184	76	222	31	13	12

CW3 Tech Selected

- 51 Selects had 3 COM
- 7 Selects had 4 COM
- 2 Selects had 5 COM

CW4 Tech Selected

- 15 Selects had 3 COM
- 3 Selects had 4 COM

CW5 Tech Selected

- 4 Selects had 3 COM

CW3 Avn Selected

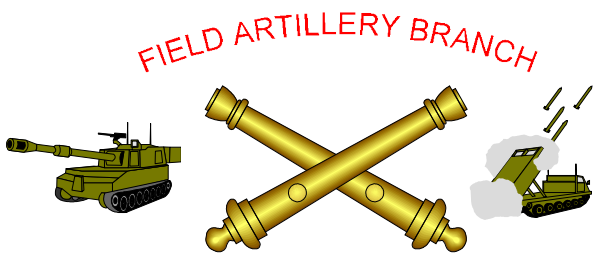
- 53 Selects had 3COM
- 6 Selects had 4 COM

CW4 Avn Selected

- 3 Selects had 3 COM

CW5 Avn Selected

- 2 Selects had 3 COM



OER Update (cont.)

- **The new Senior Rater evaluation is an improvement over the 67-8**

  94% Agree

- **How valuable is the Senior Rater narrative in determining overall potential**

  100% Moderately/Very Valuable

- **The new OER enables Senior Raters to reward their best officers without disadvantaging the remaining high quality officers in their population.**

  75% Agree, 18% Uncertain

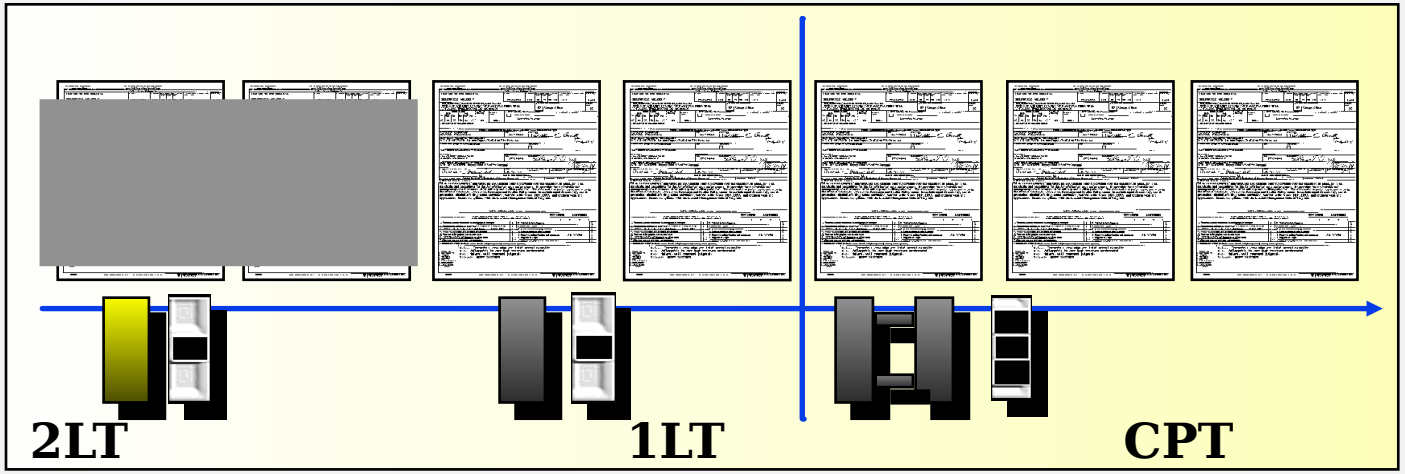
- **Senior rater accountability is restored by the new OER system.**

  94% Agree, 6% Uncertain

Impact of COM OERs

- Center of Mass File is different from a Center of Mass Report (many ACOM officers have COM reports). However, having all COM reports places an officer at risk.
- Most officers have received at least one COM (Over 85% of all CPTs; 79% of all MAJs; 79% of all LTCs). These figures continue to rise.
- A COM OER, by itself, is not a killer; all boards select officers with at least one COM report; over 8,000 selected so far (many of those had multiple COMs).
- Most of those who are successful will have a mix of ACOM and COM OERs, but some ACOMs in key jobs (BQ) are a must. Spikes in file are essential.
- All (multiple) COM OERs will place you at risk beyond promotion to Major.
- Board results indicate officers with a mix of ACOMs and COMs are competitive to LTC.
- Enthusiastic, but not over exaggerated, narrative, often differentiates among COM reports.

Masking Early OERS



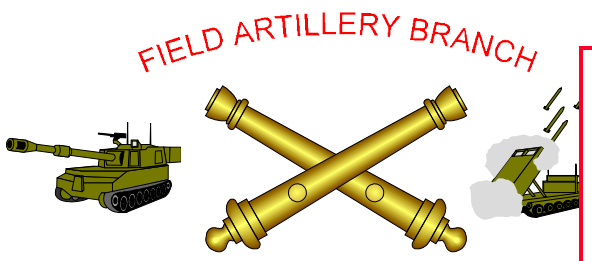
"ZERO DEFECTS"

ISSUES:

- **Quality of junior officer assignment varies**
- **Intensity of junior officer experience varies**
- **Speed of integration into Army culture var**

NEW POLICY

- **2 LT reports masked after promotion to CPT**
- **WO1 reports masked after selection**

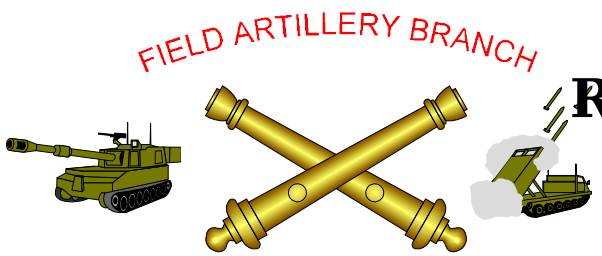


WHAT BOARD MEMBERS LOOK FOR ON OERS

1. ENUMERATION: Best Battery Commander in the BDE, in the top 5 of 28 1LT's in this battalion, top 3% of all LTs

2. PROMOTION: Promote with his peers, ahead of his peers, promote from below the zone, do not promote

3. SCHOOLING: Send to FACCC, ready for CGSC now, send to resident CGSC at



RATING LEVEL CONSISTENCY

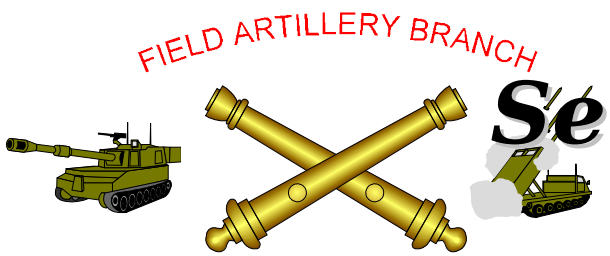
FIRES FOR FORCE XXI

Recommendations:

• **Senior raters need to amplify their Potential box checks by using the narrative to clearly send the appropriate message to selection boards. The following classification of types of narratives may serve as a guide and assist in sending a clear message:**

- **Exclusive narratives. Clearly describe superior performance/potential above that of the vast majority, associated with early promotion and are restrictive in nature (e.g. top 1%, 3%, 5%, etc. of all officers, the best among a select grade or group, promote below the zone). Should only be utilized for the best ACOM reports within a mature profile and at times for the very best officers with COM reports in small population/immature profile situations.**

- **Strong narratives. Describe significant performance**



Senior Rater's Portion

FIRES FOR FORCE XXI

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 26 officer(s) in this grad

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO *(Explain in C)*

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: 1LT BUCK, GEORGE 999999999

SR: LTC SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 3

RATINGS THIS OFFICER : 1

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

1LT Buck is one of the top 5 lieutenants of the 26 I senior rate in this battalion. He is the strongest trainer of my 6 platoon leaders. He is organized, smart and capable. A consummate officer, 1LT Buck demonstrates daily a firm grasp of leading soldiers and genuine concern for his men. Definitely select for promotion to Captain and attendance to Field Artillery Captains Career Course. 1LT Buck could command a battery today with distinction.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR TOP CHOICE.

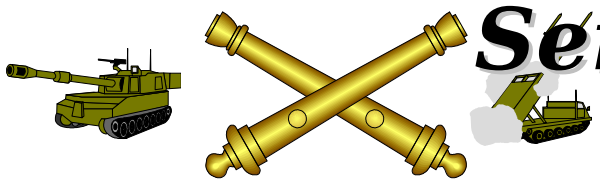
Battery XO, Battalion FDO, Battery Commander; Would serve Army best in OPCF/13.

Enumeration in first sentence.

Be brief...with correct words, less is better.

l members receive guidance on small populations/numbers of ra

FIELD ARTILLERY BRANCH



Senior Rater's Portion

FIRES FOR FORCE XXI

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 26 officer(s) in this gr

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO *(Explain in C)*

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: 1LT BUCK, GEORGE 999999999

SR: LTC SMITH 666666666

DATE: 98 12 18

TOTAL RATINGS: 17

RATINGS THIS OFFICER : 2

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

1LT Buck is one of the top 3 lieutenants of 26 I senior rate and the best company executive officer in this Battalion . He is an outstanding warrior leader. A must select for promotion and attendance at the Field Artillery Captains Career Course. 1LT Buck could command a battery today with distinction.

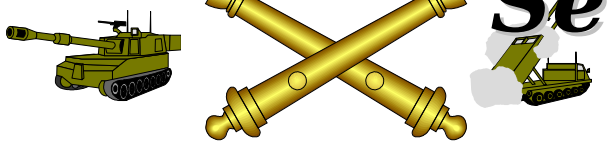
d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion A/S3, Task Force FSO, Battery Commander; Would serve Army best in OPCF/13.

Write number..don't spell

Enumeration in first sentence!

Include comments on Command/Position



Senior Rater's Portion

FIRES FOR FORCE XXI

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 16 officer(s) in this gra

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO *(Explain in C)*

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: CPT BUCK, GEORGE 999999999

SR: COL SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 10

RATINGS THIS OFFICER : 1

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

CPT Buck is one of the best Battery Commanders in this DIVARTY. He is the strongest trainer of my 16 company commanders. He is organized, smart and capable. A consummate officer, CPT Buck demonstrates daily a firm grasp of command and genuine concern for his men. Definitely select for Major and attendance at CGSC. Demonstrates great potential for battalion command.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

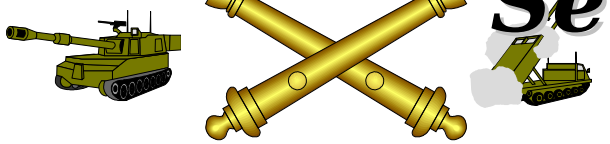
Battalion S3, Battalion XO, Divarty S3; Would serve Army best in OPCF/13

Enumeration in first sentence, write number..don't spell.

Be brief...with correct words, less is better.

l members receive guidance on small populations/numbers of ra

PCC 54 ***Include comments on Battalion Command potential.***



Senior Rater's Portion

FIRES FOR FORCE XXI

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

I currently senior rate 16 officer(s) in this gra

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO *(Explain in C)*

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: CPT BUCK, GEORGE 999999999

SR: COL SMITH 666666666

DATE: 98 12 18

TOTAL RATINGS: 17

RATINGS THIS OFFICER : 2

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

CPT Buck is one of the top 3 Battery Commanders of 16 in this Brigade. Captain Buck leads by example, is soundly grounded in tactics and shares his soldiers' sacrifices and challenges. He is an outstanding warrior leader. A must select BZ for Major and early attendance to CGSC. A future Battalion Commander.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion S3, Battalion XO, Battalion Commander. Would serve Army best in OPCF/13

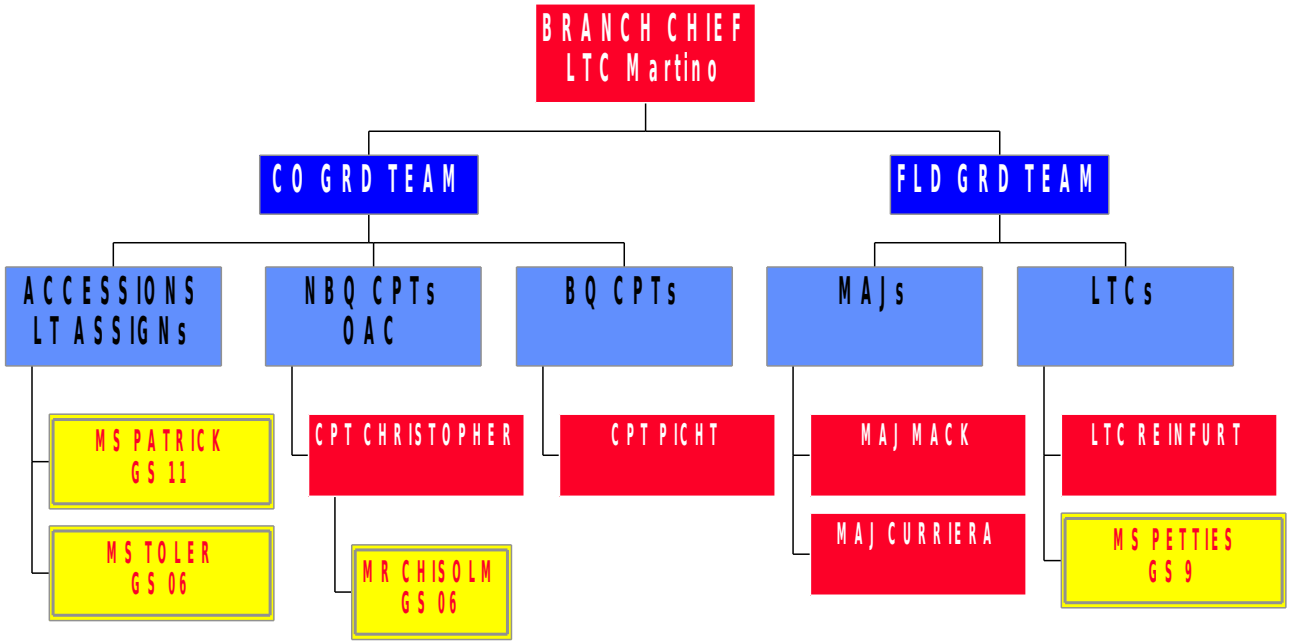
Enumeration in first sentence, write number..don't spell.

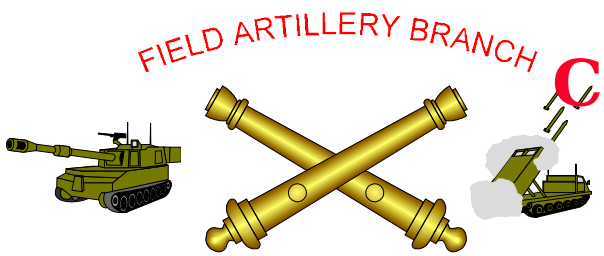
Be brief...with correct words, less is better.

l members receive guidance on small populations/numbers of ra

PCC 55 ***Include comments on Battalion Command potential.***

...your assignment officers





CONTACTING FIELD ARTILLERY BRA

FIRES FOR FORCE XXI

- Establish Voice, and then go digital (e-mail)

POSITION	NAME	E-MAIL ADDRESSES	PHONE
BRANCH CHIEF	LTC DAVE MARTINO	David.Martino@hoffman.army.mil	
COL ASSIGNMENTS	LTC BRIAN CRAWFORD	Brain.Crawford@hoffman.army.mil	
LTC ASSIGNMENTS	LTC ED REINFURT	Edward.Reinfurt@hoffman.army.mil	
	MS JANET PETTIES	Janet.Petties@hoffman.army.mil	
MAJ ASSIGNMENTS	MAJ CHRIS MACK	Charles.Mack@hoffman.army.mil	
	MAJ CARL CURRIERA	Carl.Curriera@hoffman.army.mil	
BQ CPT ASSIGNMENTS	CPT ROB PICHT	Robert.Picht@hoffman.army.mil	
NBQ CPT ASSIGNMENTS	CPT WARREN CHRISTOPHER	Warren.Christopher@hoffman.army.mil	
	JAKE CHISOLM	John.Chisolm@hoffman.army.mil	
LT ASSIGNMENTS	MS MARY PATRICK	Mary.Patrick@hoffman.army.mil	
	MS GRACE TOLER	Grace.Toler@hoffman.army.mil	5372

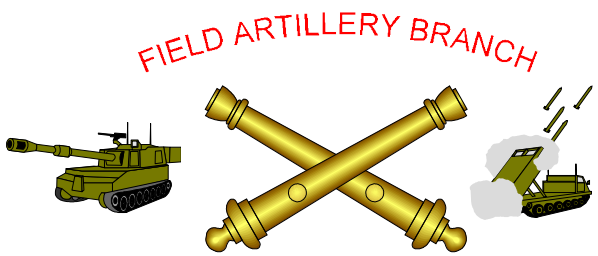
ADDRESS & PHONE NUMBER

US TOTAL ARMY PERSONNEL COMMAND
TAPC-OPE-F (assignment officer's name)
200 STOVALL STREET (SUITE 4N51)
ALEXANDRIA, VA 22332-0414

COMM: (703) 325-XXXX
DSN: 221-XXXX
FAX: 221-5463

INTERNET ADDRESSES

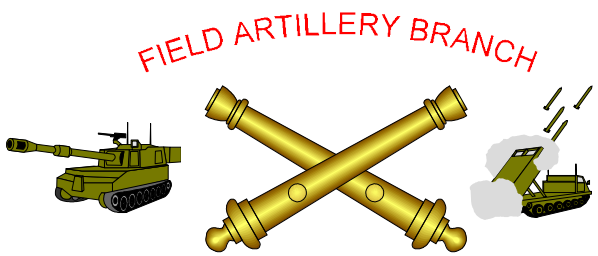
PERSCOM HOMEPAGE: www.perscom.army.mil
FA SITREP: www.perscom.army.mil/opmd/fasitr



Army Knowledge Online

FIRES FOR FORCE XXI

- used for CFD, FAD and Command preferences
- in the near future: access to ORB, fiche & pho
- go to website: **www.us.army.mil**



QUESTIONS?

Enjoy Your Command!!!